



Defense Logistics Agency

Hispanic Association of Colleges
and Universities (HACU)
National Intern Program

Hiring for the First Time

09/02/16



HACU NATIONAL INTERN PROGRAM

Hispanic Association of Colleges and Universities (HACU) National Internship Program

The Hispanic Association of Colleges and Universities (HACU) National Intern Program is a national program that places colleges students in internships throughout the country.



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COMMON QUESTIONS

When are the HACU sessions?

HACU sessions run during the fall and spring semesters of most universities, as well as during the summer months of June through August.

Who participates in HACU?

Both Federal agencies and private corporations participate in HACU.

What has been DLA's HACU participation rate?

Yes. DLA has participated in HACU since 1998, and continues to support HACU. In the summer of 2005, DLA had 23 of the 31 Department of Defense Interns.

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Why HACU?



HACU is a pipeline for **permanent employment** for Hispanic individuals, and also is one tool used to increase Hispanic representation within the DLA workforce.

HACU offers the chance to have a **positive impact** on the life of a student or graduate, and to help focus his or her career goals

HACU is an opportunity for departments to benefit from the **support** of an intern and potential permanent

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HACU's Importance to DLA

Diversity

- Quality work from diverse perspectives
- An inclusive and welcoming work environment

Reputation

- The ability to recruit and retain quality employees
- Competency in the ability to meet agency and federal workforce representation goals

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The Bottom line...

Hiring HACU

Interns to

Recruit employees while

Enriching the lives of students

Supporting the goals of your organization and activity in increasing representation with a highly skilled and qualified workforce is a WIN-WIN for all!



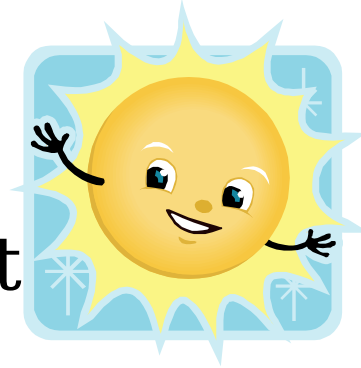
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Benefits of HACU

- Provides a pool of applicant
- Project and office support
- Great experience
- Potential future employee with experience



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How You Can Participate

Preparing for the intern position

Tasks and position identification

Budget



Selecting and securing an intern

Obtain access to the HNIP database

Input position into database

Interview students matched with position

Select desired intern and offer the position

Notify HACU

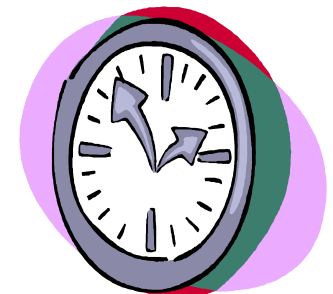
Preparing for the intern's arrival

Environment

In-processing

Identify staff roles

Intern housing arrangements



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What Others Say About HACU

"HACU opens new doors to careers in the federal service for our country's largest minority population and provides the possibility for DLA to attract valuable candidates to be our future leaders."

Peter Shepard, DLA HACU Program Liaison

DLA Today and Tomorrow, 08/05/2005, "DLA Welcomes Largest HACU Class in Agency History."

"The supervisors are really getting to 'test drive' potential employees. They get to develop and mentor these students, and pass on their knowledge about DLA. Most of all, they are providing an opportunity to give someone a foot in the door."

Famia J. Magaña

DLA, Director of Equal Employment Opportunity

DLA Today and Tomorrow, 08/05/2005, "DLA Welcomes Largest HACU Class in Agency History."

"We spend time and money to recruit from other sources, but this is a program that really enables supervisor to see if the intern is the right fit with the organization. The idea is to educate the supervisors and show them how valuable an opportunity this is. We can get to know the person and develop their skills and hopefully, they'll become a future DLA leader."

Bo Cothran, DLA Corporate Recruiter

DLA Today and Tomorrow, 08/05/2005, "DLA Welcomes Largest HACU Class in Agency History."

"Ray Diaz, our intern, has brought enthusiasm, new skills, energy, and professionalism to our office. He is a pleasure to work with and has paved the way for my continued support of the HACU program."

Dana Waters, DSCP

July 27, 2005

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What Others Say About HACU (cont'd)

"...I am very happy with the HACU intern that is assigned to me. Ellie Delerme is a fast learner, hard worker, top performer, very professional, and serious about her career. She is certainly an asset to DSCP's workforce."

Patricia Alldridge
DSCP, Clothing and Textiles
July 27, 2005

"This is the first year that I have worked closely with the program. However, I'm impressed with the level of knowledge and skills this group of interns brought to the table. I believe that if we as an agency have the proper conversion programs in place, it is an excellent source for recruitment of qualified Hispanics."

Harold McManus
Equal Employment Manager, DSCR
July 28, 2005

"The program is a great idea for students and employers as well. It is a great recruiting tool for employers and gives the students valuable experience in their fields of expertise. I have been able to learn about different career possibilities in the environmental field. My time at the DoD [has been] a great experience and will be valuable in planning my career path."

Charles Malochleb, former HACU intern assigned to DDSP

"This program has opened doors for many Hispanic students and I wanted to be part of it too. The corporate world is pushed more in universities. It has been a good introduction to government work. It has given me the opportunity to see the availability of options as well as the differences between classroom and real ideals of efficiency."

Brenda Loya, form HACU intern assigned to DDC's Financial Operations Division

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For more information

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